

TITLE: Employees with Communicable Diseases

POLICY:

- (1) The School Board of Orange County, Florida (“Board”) recognizes its responsibility to take an active role in ensuring that those exposed to and/or infected by communicable diseases, including HIV, are protected. In implementing this rule, the Board affirms its commitment to ensure that the rights of communicable disease victims, including those infected with HIV, and co-workers are respected and confidentiality is maintained in every situation dealing with such diseases in the workplace.
- (2) Application. This policy shall apply to the following four (4) classifications of employees:
 - (a) Those who are infected with a communicable disease, but have no physical symptoms of disabilities;
 - (b) Those who have early symptoms of a communicable disease but are still able to work;
 - (c) Those with obvious infections but who are still able to work; and
 - (d) Those unable to work (i.e. those who are hospitalized for HIV or other communicable diseases).
- (3) Prohibited Acts.
 - (a) Discrimination. No employee of the Board shall discriminate in any way against current employees or applicants for employment, with communicable diseases, including HIV, so long as such persons otherwise remain qualified to perform their assigned duties. Reasonable accommodations shall be made to ensure the ability of such persons to maintain employment and fulfill their assigned duties.
 - (b) Testing. No mandatory testing of employees or applicants for communicable diseases, including HIV, shall be permitted.
 - (c) Disclosure of Confidential Data. If employees voluntarily disclose that they have a communicable disease, including HIV, the information shall be maintained in confidence by each employee having access to the information and no disclosure, except as may be required by law, shall be permitted. All employees who have access to any insurance claim forms that may reflect an individual being treated for a communicable disease, including HIV, shall maintain such information confidentially and shall not disclose it to any other person except those on a need-to-know basis.

TITLE: **School Bus Operator Physical Examinations**

POLICY:

- (1) Each bus operator shall satisfactorily complete an annual physical examination and hold a current valid medical examiner's certificate.

- (2) A bus operator shall be subject to a physical examination at least once a year and/or a vision examination at any time. The examination shall be administered by a physician selected by the Board to ensure that the operator is able to safely transport children. Such examination may be ordered by either the Superintendent or by the Board. The Board shall pay for the cost of such examination. If the results of the examination indicate a condition that, in the opinion of the Board, is hazardous to the safety of children, the bus operator shall be relieved of his/her duties as a bus operator and given the opportunity to apply for other open positions within the district for which he/she is qualified.

SPECIFIC AUTHORITY:

Section 760.50, Florida Statutes

49 C.F.R. 391.41

Rule 6A-3.0151, Florida Administrative Code

ADOPTED: 3/09/04

REVISED: 6/27/06; 9/27/16